

Military Service by Transgender Persons and Persons with Gender Dysphoria

Fact Sheet for: DEERS Administrators

Things to Know:

- The new Department of Defense policy with respect to *Military Service by Transgender Persons and Persons with Gender Dysphoria* is effective April 12, 2019.
- All persons will continue to be treated with dignity and respect.
- There are many transgender Service members serving today with honor and distinction according to their biological sex standards. Nothing in the new policy will prevent transgender persons who meet all standards from serving.
- All Service members, except those who are exempt, must adhere to the standards associated with their biological sex (e.g., medical fitness, physical fitness, body fat, and uniform and grooming). The new policy does not require transgender Service members to conceal their gender identity.
- Service members with a diagnosis of gender dysphoria received or confirmed by a military medical provider prior to April 12, 2019, are EXEMPT from the new policy and may apply to change their gender marker in DEERS. Service members who are not exempt from the new policy may not apply to change their gender marker in DEERS without a waiver.
- All Service members will use the berthing, bathroom, and shower facilities associated with their gender marker in DEERS.

FOR A COPY OF THE DIRECTIVE-TYPE MEMORANDUM 19-004, GO TO:
[HTTPS://WWW.ESD.WHS.MIL/DD/](https://www.esd.whs.mil/DD/)

FOR ADDITIONAL QUESTIONS: CONSULT YOUR CHAIN OF COMMAND AND/OR YOUR
SERVICE CENTRAL COORDINATION CELL

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This chart shows the differences between the Defense Department's 2016 transgender policy and the 2018 update to that policy.

Service Members

Transgender with No Diagnosis or History of Gender Dysphoria

Pre-2016	2016	2018
Generally disqualified	May serve in biological sex	May serve in biological sex

Service Member with Diagnosis of Gender Dysphoria

Pre-2016	2016	2018
Generally disqualified	May serve in preferred gender, upon completing transition	Unless exempt, may serve in biological sex. If unable or unwilling to serve in biological sex, separation procedures may apply

New Applicants

Transgender with No Diagnosis or History of Gender Dysphoria

Pre-2016	2016	2018
Generally disqualified	May serve in biological sex	May serve in biological sex

Applicant with Diagnosis or History of Gender Dysphoria

Pre-2016	2016	2018
Generally disqualified	Presumptively disqualified unless stable for 18 months in preferred gender or biological sex	Presumptively disqualified unless stable for 36 months and willing and able to serve in biological sex

Applicant with History of Medical Transition Treatment *

Pre-2016	2016	2018
Generally disqualified	Presumptively disqualified unless stable for 18 months in preferred gender or biological sex	Presumptively disqualified



Gender Dysphoria

A marked incongruence between one's experienced/expressed gender and assigned gender. Associated with clinically significant distress and impairment of functioning.



Biological Sex

A person's biological status as male or female, based on chromosomes, gonads, hormones, and genitals.



Exempt Persons

Service members who joined the military in their preferred gender or were diagnosed with gender dysphoria before the 2018 policy took effect are exempt.



Waivers

Military services may grant waivers on a case-by-case basis.



* Medical Transition Treatment: Cross-sex hormone therapy, or sex reassignment

THIS GRAPHIC REPRESENTATION MAY NOT REPRESENT ALL CASES OR CIRCUMSTANCES.

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Frequently Asked Questions

Q: How do I know if a Service member requesting a gender-marker change is part of the exempt population?

A: Just as before, anyone requesting a gender marker change in DEERS will need to provide documentation in accordance with DoDI 1300.28 and written approval from the Service member's commander, issued in consultation with the Service member. The military medical provider will verify that the diagnosis of gender dysphoria, as appropriate, was made or confirmed by a DoD medical provider, prior to the effective date of the updated policy or the member has been granted a waiver to the new policy by his or her Military Department or the U.S. Coast Guard.

Q: What documentation must an exempt Service member provide in order to change gender markers in the Service personnel system?

A: In accordance with DoDI 1300.28, written approval authorizing the gender marker change by the Service member's commander is required for gender marker change. Upon receiving the appropriate documentation from the medical provider and appropriate civilian documentation listing preferred gender, the member's command will provide written approval to the Service member, authorizing gender marker change in the Service personnel system.

Q: How will the change in the exempt Service member's gender marker be updated in DEERS?

A: Once the Service changes the member's gender marker in the Service personnel system, the Service will transmit and update the member's gender marker in DEERS.

Q: What if I receive a request for a gender-marker change and the Service member does not have the appropriate documentation?

A: Documentation in accordance with DoDI 1300.28 is required for gender marker changes to take place. Like all military personnel system and DEERS updates, military personnel specialists are required to verify requests and must document them accordingly.